



U.S. Department of the Interior

Dear Interior Team:

The Department of the Interior has a proud history spanning 169 years of exemplary service to the American people. To prepare the Department for the next 100 years, I am pleased to announce the next steps we have taken to modernize the way we do business in order to continue to responsibly manage America's natural resources.

The Department has established 12 Unified Regions for all of Interior's Bureaus except for the Bureau of Indian Affairs, the Office of the Special Trustee for American Indians, and the Bureau of Indian Education. The Unified Regions, [displayed here](#), provide the framework for the Department's next 100 years of service. These Unified Regions, rooted in the best science focused on watersheds and ecosystems, will simplify how the Department is organized. Presently, we have 49 different regions, so the move to the 12 Unified Regions adds clarity and simplicity to the Department's activities.

As we proceed forward with the next steps of our reorganization effort, our new Unified Regions will allow important decisions to be made nearer to where our stakeholders and intergovernmental partners live and work, and will make joint problem-solving and improved coordination between our Bureaus and other Federal, State, and local agencies easier. Our new organization also will reduce bureaucratic redundancy, will improve communication between our experts in the field and leaders in Washington, D.C., and will allow us to share our knowledge and resources more effectively among the Department's field staff and local stakeholders.

In the next few months, many of our senior executives will be working in each Unified Region and focusing on and designing core elements of its operations, depending on the actual circumstances on the ground. The implementation of these new Unified Regions will be a thoughtful, Department-wide effort driven by leadership and employees in the field. This ground-up approach will tap into the expertise and experience of you—our most dedicated career civil servants. With these changes, we fully expect to be able to deliver our services more efficiently and effectively.

I want to reassure you that there will not be any office or personnel relocations during the initial implementation of our new Unified Regions, and your reporting structure is unchanged during the initial implementation phase.

Thank you for your continued service. Your hard work and dedication enables us to deliver on our mission and to serve the American people. As we proceed with our modernization, your input will be vital to fostering the success within each new Unified Region.

If you have ideas or questions, please don't hesitate to share them by emailing reorg@doi.gov or visiting www.doi.gov/employees/reorg.

Sincerely,
Secretary Zinke